

# Reflection & Next Steps

Reflect and review. Carry out the evaluation process based on the measures and evaluations tools and methods you planned for in the previous phase. During reflection, consider these reflection points and helpful tips:

- Guilt doesn't work in fostering diversity
- Treating everyone the same may be unintentionally oppressive
- People can take on tough issues more readily when the issues are presented with a spirit of hope
- Building a team around us is the most effective way of creating institutional and community change around diversity issues
- Recognize and work with the diversity already present in what appears to be homogeneous groups

*Adapted from the Community Toolbox by University of Kansas*

Plans do not sit on the shelves anymore. They are available on websites for everyone to read. Divide the plan's actions between your group of knowledgeable, committed and engaged individuals and have them report back on their progress.

Review:	YES	NO	COMMENTS
Did you achieve what you set out for?	<input type="checkbox"/>	<input type="checkbox"/>	_____
Did you miss the mark?	<input type="checkbox"/>	<input type="checkbox"/>	_____
Does your plan needs changing?	<input type="checkbox"/>	<input type="checkbox"/>	_____
Does your goal need to be revised?	<input type="checkbox"/>	<input type="checkbox"/>	_____
Were the right partners involved?	<input type="checkbox"/>	<input type="checkbox"/>	_____
Was a community organization missing from the discussion table that can help you get better results?	<input type="checkbox"/>	<input type="checkbox"/>	_____

*Adapted from AUMA WIC Toolkit*

The INVOLVE (Integrating Newcomers & others with Volunteer Opportunities to add Leadership through Education) program is an evolving partnership between the Regina Open Door Society (RODS), Multicultural Council of Saskatchewan (MCoS), SaskCulture and the Saskatchewan Association of Immigrant Settlement and Integration Agencies (SAISIA). Newcomers have complex challenges in both settlement and integration. There are fewer integration programs and services, especially in the small centres and rural areas. Successful integration is measured by how well newcomers become equal participants in all the various dimensions of society including the local cultural, economic, social and civic/political systems while preserving cultural identity; integration includes community welcome and recognition of contributions of all members, and reflection of all people and cultures in organizations, institutions, businesses and personal relationships. Integration results in a sense of belonging. INVOLVE is truly a program in which everyone benefits.

(See: [mcos.ca/involve](http://mcos.ca/involve))

Invite new partners to a discussion and build that relationship into a plan of working together.

**Last but not the least, plan for evaluation including the newly added components on plan and action.**

What would attract newcomers to smaller communities?	
ATTRACT	RETAIN
<ul style="list-style-type: none"> <li>• A welcoming community</li> <li>• Affordable housing</li> <li>• Employment opportunities</li> <li>• Easy access to ESL classes, assistance with day to day activities</li> <li>• Schools</li> <li>• Saskatchewan’s tradition of cooperation</li> <li>• Dedicated Services</li> <li>• Proximity to a big city</li> <li>• Organization to welcome and support immigrants coming into the community</li> </ul>	<ul style="list-style-type: none"> <li>• Integration of newcomers to all aspects of community life</li> <li>• Appropriate employment</li> <li>• Safety</li> <li>• Opportunity to easily develop friends and networks</li> <li>• Affordable housing</li> <li>• Sense of community</li> <li>• Opportunities for cultural continuity</li> <li>• Support from the local community</li> <li>• Organization to assist newcomers with their integration</li> <li>• Celebrate diversity</li> </ul>

*Courtesy of presentation by Petrusia Hontar, St. Thomas-Elgin Local Immigration Partnership, ON*

In 2015, a BRIDGES pilot project called Common Ground launched in Prince Albert. It was a successful project designed to build relationships between First Nations, Métis and newcomers. It brought different cultures together to learn from each other and celebrate each other’s cultures. Most importantly, participants embraced respect and acceptance. Prince Albert Multicultural Council (PAMC) is doing its very best to continue the love and this celebration in their own little way through multicultural events and activities, and through free English classes. We hope to continue Common Ground with our Friendship Centre and YWCA partners.

Submitted by Michelle Hassler, Assistant Executive Director, Prince Albert Multicultural Council